

EEO Public File Report

Cox Media Group - Jacksonville Radio

WAPE-FM, WEZI-FM, WJGL-FM, WOKV-AM, WOKV-FM, WHJX-FM

EEO Public File Report Part 1

Reporting Cycle: 10/01/2022 - 09/30/2023

Full-Time Positions Filled

Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
2284 (Media Sales Consultant)	1/25/2022	11/14/2022	Employee Referral	2	2
		11/21/2022	Cox Media Group	4	0
			LinkedIn	6	0
			Indeed	1	0
90697 (Director of Sales)	8/15/2022	12/12/2022	Cox Media Group	3	1
			LinkedIn	5	0
			Internal Employee	2	0
			Recruiter Sourced	1	0
80247 (Business Development Consultant)	9/8/2022	10/3/2022	Cox Media Group	1	1
			Indeed	3	0
17428 (Traffic Reporter)	9/26/2022	5/8/2023	Cox Media Group	2	1
			Internal Employee	1	0
4190 (Morning News Anchor/News Director)	12/14/2022	1/9/2023	LinkedIn	2	1
			Cox Media Group	2	0
30409 (On Air Talent)	1/5/2023	1/30/2023	Cox Media Group	2	2
		1/30/2023	Employee Referral	3	0
71919 (Account Manager)	2/7/2023	4/17/2023	Cox Media Group	3	1
		4/24/2023	Indeed	1	1
50824 (Morning Show Producer)	2/7/2023	5/15/2023	Indeed	1	1
12823 (On Air Talent/Morning Personality)	2/17/2023	4/17/2023	External Referral	2	1
			Cox Media Group	3	0
			Hiring Manager Sourced	2	0
27201 (News Anchor)	2/20/2023	3/20/2023	Cox Media Group	4	1
			Internal Employee	1	0
54562 (Reporter/Anchor)	3/1/2023	4/3/2023	Cox Media Group	1	1
			Employee Referral	1	0
			Job News Job Fair	1	0

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Full-Time Positions Filled					
Requisition	Date Opened	Start Date	Recruitment Source	Interviewed	Hired
460 (Digital Media Strategist)	6/12/2023	8/7/2023	Cox Media Group	2	1
			Employee Referral	1	0
			Indeed	1	0
			Job News Job Fair	1	0
			Agent Referral	1	0
545 (Account Manager)	6/13/2023	8/14/2023	Indeed	3	1
			Cox Media Group	5	0
			LinkedIn	1	0
554 (Sales Development Representative)	6/13/2023	8/21/2023	Cox Media Group	3	1
			Employee Referral	1	0
			Recruiter Sourced	1	0
			Other	1	0
696 (Traffic Reporter/Board Operator)	8/15/2023	9/25/2023	Hiring Manager Sourced	1	1

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EEO Public File Report Part 2				
Reporting Cycle: 10/01/2022 - 09/30/2023				
Recruitment Sources Used for All Openings				
No.	Recruitment Source	Contact	Entitled to Notification	# interviews
1	Directly sourced by CMG Recruiter	CMG Recruiter	N	2
2	Indeed Internet - www.indeed.com	Internet Posting	N	10
3	LinkedIn Internet - www.linkedin.com	Internet Posting	N	14
4	Broadbean job distribution	CMG Recruiter	N	
5	Circa	State Job Boards/Diversity job boards Internet Posting	N	
6	ZipRecruiter Internet - www.ziprecruiter.com	Internet Posting	N	
7	Cox Media Group or CMG Employee Network	CMG career sites (internal/external)	N	35
8	Employee Referral	CMG Employees	N	8
9	Internal Employee	CMG Employees	N	4
Recruitment Sources Used for Specific Vacancies				
10	External Referrals	Non-CMG Employees	N	2
11	Hiring Manager Sourced	CMG Hiring Managers	N	3
12	Job News Job Fair	In-person Job Fair	N	2
13	Agent Referral	Agent Representing Candidate	N	1
14	Other Candidate listed source as "Other" and did not provide additional information	Candidate listed "Other" only	N	1

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EEO Public File Report Part 3
Reporting Cycle: 10/01/2022 - 09/30/2023
Longer-Term Recruiting Initiatives

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Ongoing	EDGEucate	24 x 7 on-line learning library providing resources for skills improvement, professional development, and targeted training.	Career Learning and Development	Open to all CMG Employees.
2	10/26/2022	Job News USA Job Fair	Job News hosted a job fair for hiring managers to meet one-on-one with candidates to discuss careers in media and current openings.	Job Fair	Rich Jones, Julie Bergman, Devon Buckner, Bob DeBlois
3	11/3/2022	Florida State College at Jacksonville (FSCJ)	CMG Employees attended FSCJ virtual hiring event to speak with college students about careers in media.	Job Fair	Melody Hutchison and Rich Jones
4	12/8/2022	Job News USA Job Fair	Job News hosted a job fair for hiring managers to meet one-on-one with candidates to discuss careers in media and current openings.	Job Fair	Rich Jones, Julie Bergman, Devon Buckner, Dalton Browning, and Bob DeBlois
5	1/13/2023	Univeristy of North Florida / The Spinnaker - On Campus Media	The Spinnaker Students provided CMG representatives with a tour, plus provided them with the opportunity to speak with the students about careers in media, which resulted in hiring a student for a part-time promotions position.	General Outreach	Julie Bergman, Dalton Browning and Devon Buckner
6	2/23/2023	Job News USA Job Fair	Job News hosted a job fair for hiring managers to meet one-on-one with candidates to discuss careers in media and current openings.	Job Fair	Rich Jones, Julie Bergman, Dalton Browning, Jud Heussler, Chris Gnoudis and Devon Buckner
7	3/8/2023	University of West Georgia Media Day and Meet & Greet Experience	University of West Georgia alumni were invited to present to current students. Alumni talked about their experiences and how they reached their career goals in media. Dalton Browning discussed his current position with CMG Jacksonville Radio. Students and alumni were invited to meet, greet, and network with one another at the conclusion of the presentations, in order to further connect regarding careers in media.	General Outreach	Dalton Browning
8	3/9/2023	Intercolleget Broadcasting System Conference	Annual conference bringing together 700 college students who want to work in the broadcasting industry. Jud participated in a panel about being a Program Director. He also delivered the keynote speech about navigating from college to a career in media.	General Outreach	Jud Heussler
9	3/23/2023	Edward Waters Spring Career Fair	Edward Waters University hosted a job fair for hiring managers to meet one-on-one with candidates to discuss careers in media and current openings.	Job Fair	Rich Jones, Julie Bergman, Chris Ganoudis and Bob DeBlois
10	7/20/2023	Job News USA Job Fair	Job News hosted a job fair for hiring managers to meet one-on-one with candidates to discuss careers in media and current openings.	Job Fair	Rich Jones, Julie Bergman, Dalton Browning, Jud Heussler, Chris Gnoudis and Devon Buckner
11	8/07/2023 - 8/10/23	Radio Advertising Bureau (RAB) Rising Through the Ranks Conference	Rising Through the Ranks is a program focused on women developing for position in leadership in radio. Together, participants explore emerging research and best practices, share experiences and insights, and try out new ideas in a supportive environment, while preparing to contribute more fully to their organization's success.	Development Opportunity	Sheifalika Bhatnagar